

Making decisions on the Final recommendation

The presentation with the findings, insights and final conclusions

1. Key Metrics to Consider:

- **Attrition Rate:** Recruitment sources with lower attrition rates (fewer employees leaving the company) are often considered more effective.
- **Sales/Performance:** Sales or performance metrics (e.g., productivity, project completion, contributions) are important to evaluate the quality of recruits.
- **Satisfaction Level:** Higher satisfaction levels could be an indicator of a better recruitment source, as employees are more likely to stay and perform well.
- **Recruitment Cost:** The cost per hire for each source and the overall return on investment (ROI) from employees recruited through that source.

- **Analyze Attrition Rates:**
Calculate the attrition rate per recruitment source and compare the results. A lower attrition rate is generally a good indicator.
- **Evaluate Performance (Sales Numbers):**
Compare the performance (sales or project-related metrics) of employees recruited through different sources.
- **Employee Satisfaction:**
Measure the satisfaction levels of employees recruited from each source.
- **Create a Combined Metric:**
Combine these metrics into a single score that ranks the sources. This score could be a weighted average, where:
 1. Weight for attrition is negative (since lower attrition is better),
 2. Weight for performance and satisfaction is positive.
- **Visualize the Data**
Visualize these metrics using a chart to help stakeholders quickly understand the differences between sources.:

